

# **Unitarian Universalist Church of Spokane**

## **2010-11 ANNUAL REPORT**



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## UUCS Mission Statement

We join together to create an inspiring and nourishing liberal religious home. In the wider world, we champion justice, diversity, and environmental stewardship.

## Covenant Statement

We, the Unitarian Universalist congregation of Spokane, promise to:  
support and care for one another,  
embrace diversity of persons and spiritual paths,  
search for truth and understanding, and  
work for social justice and environmental stewardship.

With this covenant, we honor each other with our laughter and tears, our compassion and respect.

*We are a community of open hearts, open minds, and open hands.*

## Unitarian Universalist Principles & Sources of Faith

**As a member congregation of the Unitarian Universalist Association, we affirm and promote:**

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty, and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

**The living tradition of Unitarian Universalism draws from many sources:**

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love;
- Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit.
- Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

***These principles and sources of faith are the backbone of our religious community.***

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## ADMINISTRATIVE/EXECUTIVE OPERATIONS

### Interim Minister

Most of you know that I am rarely at a loss for words. I'm always at the ready with a quip, rejoinder, or some lame story, invited or not. Thus I find it strange that I don't know what to say in this report. So much has happened over the past year. So much has already been said. Now I find myself struggling to find words.

Perhaps I can finish where I started. I became involved here in response to my belief that UUCS, or someone from it, has had a hand in almost every significant movement or accomplishment in our community. This church is incredibly important to the health and well-being of people we have never met, and who don't know we exist. I intended to assist the congregation in rebuilding its capacity to make a difference in the community and world. The means of my performing this service was to be an interim, helping the church prepare for the minister to come.

Thus it is with a sense of satisfaction and appreciation that I offer this annual report. My satisfaction results from our having come a long way over the course of our year together. My appreciation is for the many people who have worked so hard and given so much to make our progress possible. I especially wish to acknowledge our superb staff members: Jeanette Facer, Diane Huigen, Gennie Gregg, Deb Jacquemin, and Jet Tilley. It has been a pleasure to work alongside these fabulous folks.

The ultimate indication of the progress we have achieved together during this interim year is that I have worked myself out of a job! I share with you a genuine sense of excitement about the upcoming arrival of Todd Eklof. I can hardly wait to see what happens next!

*Submitted by Rev. Hollis Bredeweg, Interim Minister*

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### Board of Trustees

The story of this year for the UUCS Board of Trustees is completely entwined in the Search process. Everything we did was in support of this goal, everything from digging into the budget to researching compensation and contracts. The Search team faithfully attended many Board meetings on top of their own stringent meeting schedule. They brought us requests for review, used us as sounding boards, and shared the latest updates and exciting news. We, in turn, carried on with the work we began last year to re-order our priorities and maintain the space we carved out in the operating budget to properly pay for the minister the congregation agreed we needed.

**Search** — One of the first things to arrive on our plate was to determine the compensation package we could afford to offer our candidate. With everyone on the Board, Search Team and Hollis pitching in, we dived into charts and best practices from the UUA site, queried our PNWD experts, and finally brought all our personal experiences to bear to create a complete compensation package by September. While specific, the package included a salary range to ensure a good negotiating position.

The autumn continued with the all-congregation workshop "Beyond Categorical Thinking" with Keith Cron, the UUA Transitions Director. The workshop was well-attended and provided excellent input for the BOT and the Search Team.

**Finance** — One of the most important yearly tasks of the Board is to set the budgeting priorities for the next year. With the professional support of our Management Team and staff, the Board set the following priorities for the 2011-12 budget:

- Fair and decent compensation to attract a long-term, devoted, settled minister.
- Increase our share to the organizations which support our congregation directly, the Pacific North West District and the Unitarian Universalist Association.
- Reward our paid staff for jobs well-done, especially in light of the hardships and changes of last year.
- Restore support to the Religious Education mission after the deepest cuts were sustained for FY 2010-11.
- Make the ministry of the church, the programs we all know and love from music to religious education, more apparently supported and a part of the regular operating budget.

With these priorities set and with the generous pledging of the congregation well-underway, representatives from the M-Team, Stewardship Team and Board met for a very smooth and productive budget summit at the end of April.

**Board Changes** — This year saw the formal definition of the Finance Committee, a sub-committee of the Board. Starting with a charter document presented by Mary Giannini at the beginning of the church year, the committee was ultimately defined in terms of membership, reporting structure and purpose.

During the course of the year, as usually occurs, the membership of the Board ebbed and flowed. We regretfully accepted Mary Giannini's resignation in December and then joyfully welcomed our first youth member, Hannah Richter and long-time church member Marie Bjork, both filling out terms through the end of the year. Isabelle Green and Betsy Rush will be leaving the Board at the end of this church year.

**Moving Forward** — The Transition Team in a presentation to the Board in March wisely counseled us to make next year's goals about welcoming our new minister and focusing, with Todd, on the "ends" policies of this church...our mission. It is with delight that we recognize that this congregation is well-positioned to spring into just those tasks in the years ahead.

*Submitted by Betsy Rush, President, Board of Trustees*

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## **Minutes from April 17, 2011 Special Congregational Meeting**

The congregational meeting was called to order at approximately 11:45 am. BOT President Betsy Rush presided; Kevin Decker served as moderator/parliamentarian and Isabelle Green as secretary.

The purpose of the meeting was to discuss and vote on whether or not to call the Reverend Doctor Todd Eklof as the settled minister for the Unitarian Universalist Church of Spokane. A quorum of voting members was established by members signing in on official membership print-outs and picking up individual secret ballots prior to the start of the meeting. (We currently have 368 members, a quorum would be 112, and there were 208 who signed in.)

There was a question and answer session with Reverend Eklof ended by a move from Evan Armstrong for a vote of acclamation, seconded by Cly Evans. A hand vote contained several no's so the motion was not carried forth. Reverend Eklof, his son and Rev. Bredeweg retired from the discussion and the sanctuary to await the decision of the congregation.

Cindy Phillips, Search Team member, moved to call Reverend Eklof as the settled minister of the UUCS. Several seconds were heard, including ones from Dale Avery and Karolynn Clark. After some comments,

urging the congregation to “accept or reject the entire package—the skills and weaknesses of the candidate” a call for the vote was made by Bernie Toutant, seconded by Curt Chambers.

The ballots were collected by BOT members who removed themselves to count the ballots. A musical interlude was presented during the count. Betsy Rush announced the final ballot count which showed 205 yes votes and 3 no votes. The Reverend Eklof was called back into the sanctuary and accepted the call to be the new settled minister for the Unitarian Universalist Church of Spokane.

The UUSC Search Team was thanked for their commitment and good work. The meeting was adjourned.

*Submitted by Isabelle Green, BOT Member*

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## **Management Team**

**Mission/Charge:** The Management Team is charged by the Board of Trustees to see that the mission of the Church is achieved. The Team does this by managing the day to day operations of the Church. It also engages members and staff in mission-oriented work. The Team functions within a set of boundaries or limitations set out by the Board in our Church's policy governance document. The Team is accountable to the Board and monitored by the Board.

**Members:** The Management Team consists of the Minister, Administrator, Director of Religious Education, and two lay members. This year's members are Rev. Hollis Bredeweg, Jet Tilley (Administrator), Diane Huigen (Director of RE), Torge Lorentzen and Nancy Avery (lay members).

**Meetings:** The Management Team meets twice a month or more often if needed, and has a representative, usually the minister, in attendance at the monthly Board of Trustees meetings.

### **Selected Accomplishments/Activities:**

- Provided oversight of church finances with the assistance of the Treasurer
- Approved an expanded Team and Affinity Group policy
- Amended the Building Usage Policy regarding charges for memorial services. Approved a policy that waives building rental charges and security deposits for church members or for people deemed “beloved of the church.” People will still be responsible for other expenses (building host, etc) that need to be covered.
- Solicited funds through a Marketplace offering — A Sound Investment — and began the process of improving the sanctuary sound system. The funds for this project will be fully expended by the end of the summer 2011.
- Approved the purchase of a digital recorder to record sermons and began having them published on the church website.
- Approved the internship of Rachel Beauchene in May through July, 201, to be our Social Justice Outreach coordinator.
- Approved a new policy prohibiting the purchase and use of new plastic water bottles at church events, and discouraging their purchase and use by individuals and groups who rent our facilities.

The Management Team feels that we are ready for our new settled minister's ministry. The work of our interim minister and our administrator has streamlined the work of the Management Team this year — a process likely to continue into the future. We have increased communication through the SUUNday Focus Bulletin and Friday e-mail notices. We are operating out of a mind-set of generosity with an administrator who is frugal. The Sanctuary buzzes with excitement and positive energy.

*Submitted by Nancy Avery, Team Member*

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## Income & Expense Summary

The following financial summary is based on the first 10 months of the current fiscal year. It shows income of \$370,392 in the 10 months ending April 30, against expenses of \$353,475 for the same period. Thus we are \$16,918 in the black with two months of the fiscal year to complete. Year-end financial data, including a report on Special Collections, will be distributed after the books are closed in July 2011. — *The Management Team*

### UUCS Income & Expenses July 1, 2010 through April 30, 2011

	Income (Actual)	Budget to Date	Difference	2010-11 Budget Income
<b>REVENUES</b>				
Pledges	307,980	314,974	(6,994)	379,607
Prior Year/Overpay	3,685	11,667	(7,982)	14,000
Unpledged	19,731	10,833	8,898	13,000
Resource Team	14,529	11,667	2,862	14,000
Facility Usage	9,820	9,333	487	11,200
Outreach Collections	8,063	0	8,063	
Search Funds	5,444	4,949	495	5,939
Other Income	886	0	886	
Interest Income	255	0	255	
Total Income	370,392	363,423	6,970	437,746
<b>EXPENSE</b>	<b>Expense (Actual)</b>	<b>Budget to Date</b>	<b>Difference</b>	<b>Expense</b>
Ministerial Services	87,538	95,690	(8,152)	110,536
Worship	1,079	833	245	1,000
Staff Health Discretionary	3,425	4,583	(1,158)	5,500
Music	36,168	37,245	(1,077)	44,694
Lifespan RE	42,305	44,906	(2,601)	53,849
Outreach/Inclusion	14,673	8,721	5,952	10,504
Membership	93	417	(324)	500
Development	0	833	(833)	1,000
Denominational Rel.	6,013	6,767	(754)	6,767
Administration	57,097	62,139	(5,042)	74,567
Building & Grounds	53,621	55,772	(2,151)	66,905
Mortgage	51,463	51,604	(141)	61,925
Total Expense	353,475	369,510	(16,036)	437,746
<b>NET INCOME</b>	<b>16,918</b>	<b>(6,088)</b>	<b>23,006</b>	<b>0</b>

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## Nominating Team

**Team Mission/Charge:** The Nominating Team is elected by the congregation to research and “ASK” (recruit) qualified members of UUCS to serve as elected members of the Board of Trustees (BOT) and the Nominating Team.

**Team Members:** Devon Greyerbiehl, Team Leader; Team Members: Renee Compton, Julie Rector & Sue Wotring. Because of resignations we were short two members this year. Donna Sponseller stepped up to help and is nominated for a position next year.

**Activities/Accomplishments this church year:** This year, as last year, we have had an extensive application for the BOT aspirants, and lengthy, comprehensive materials indicating the duties and strengths needed for the BOT and Nominating Team members. Our belief has been the more people know about what is expected of them the easier it is to decide if they want to be considered, and the more successful they can be in fulfilling their role.

We began our deliberations and discussions with the Minister, BOT, Management Team, other leaders, and with prospective candidates in January 2011. Because of some resignations and unfilled positions last year, we were required to find five members for the BOT instead of the usual three. With many, many hours of conversation and discussion we did find our candidates for both groups. We keep extensive notes on who we have asked, and what their responses were, especially as it applies to their future interest (or not) in serving.

**Goals/Plans for next church year:** The Nominating Team continues to evolve into a team that throughout the year is nurturing and following prospective leaders — a necessity in a larger church such as UUCS — by gently encouraging people to get involved and develop their leadership skill. Thus when it comes time to “ask” people to serve in elected positions, we already have developed the relationships, and there are fewer “surprises”.

**How to Get Involved:** The Nominating Team is elected by the congregation. Candidates are generally selected from a pool of people who are well-versed in the operation of the church, knowledgeable about many members, often past presidents of the BOT, and generally have good people skills themselves. It is a three-year term, and there should be six people on the team at a time, rotating two on and two off every year. If you want to serve on this team, just contact a Nominating Team member and we’ll talk.

*Submitted by Devon Greyerbiehl, Team Leader*

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## Personnel Team

**Team Mission/Charge:** The Personnel Team is charged to manage the human resources of the church in a manner that results in trust between the Team and the staff. The Team serves as an advisory group to the Minister/CEO when discussing staff compensation, or other staff issues that arise. The Personnel Team also serves in an advisory capacity to the Management Team to annually review the Personnel Manual, review staff salaries in comparison to UUA standards, and to monitor personnel files. Because the Management Team includes staff, to avoid a conflict of interest the Personnel Team advises the Minister/CEO on personnel matters.

**Team Members:** Marie Bjork, Julie Rector & Sue Wotring

**Activities/Accomplishments this church year:** The team met with the Minister several times, at his request, to discuss staffing and staff compensation. The Team will review Personnel files for completeness prior to year end.

**Goals/Plans for next church year:** The Personnel Team will continue to provide support and guidance, as requested by the Minister.

**How to Get Involved:** Personnel Team members are appointed by the Minister, who reports membership to the Board for approval.

*Submitted by Marie Bjork, Team Member*

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## CONGREGATIONAL RELATIONSHIPS

### Healthy Relations Team

**Team Mission/Charge:** To maintain complete confidentiality in all matters brought to us for deliberation. To promote by our actions, words, and processes Healthy Relationships. To educate ourselves and others in maintaining Healthy Relationships. To facilitate one on one, group, or church wide conversations that will encourage Healthy Relationships and conflict resolution. To Listen!

**Team Members:** Devon Greyerbiehl, Team Leader; Team Members: George Girvin, Molly Huss, Mary Rupert, Jan Treecraft, and new addition Bill Greene. Our minister, Hollis Bredeweg, attends most meetings, and lends invaluable insight, and we offer him our expertise and support.

**Activities/Accomplishments this church year:** Our accomplishments this year have been mostly behind the scenes advising, and support to the Minister and staff, the BOT and Team Leaders, individual members and teams. When asked we facilitated difficult conversations, and supported and encouraged people in having those conversations. We facilitated a grief group, “Grief, Loss and Resiliency”, that was promoted to deal with all forms of grief, not just the death of an important person, but all losses — loss of a job, a friend or a function of our body, and so on. Because we had a competent, functioning minister this year our work load was, thankfully, considerably reduced. Many thanks from our team to Rev. Hollis Bredeweg.

**Goals/Plans for next church year:** Our goal is to continue to be responsive to the needs of our congregation regarding education, promotion, facilitation and modeling of Healthy Relationships.

**How to Get Involved:** Our team is appointed by the Board of Trustees. Qualifications for team membership include: training either by profession or an interest in human relations, and respected, trusted, usually long-term church membership. Our aim as a team is to have a diversity of interests and abilities in order to deal with a broad range of situations and promote Healthy Relationships in all facets of the church. If you have an interest in the team or need something from the team, contact anyone from the team, they will bring it to the whole team.

*Submitted by Devon Greyerbiehl, Team Leader*

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## Membership Team

**Team Mission/Charge:** The Membership team welcomes visitors, offers Path to Membership classes for potential new members and helps integrate new members into the life of the congregation.

**Team Members:** Linda Green, Team Leader; Karl Boettner, Bonnie Brunt, Scott May, Michelle and Steve Poiani

**Activities/Accomplishments this church year:** At the Visitor table the team's greeters welcomed well over 90 people to our church. In the week following their visit each visitor received a personal phone call from a team member, welcoming them once again and inviting questions and comments. The team also set up the Q and A table to answer questions posed by newcomers. Path to Membership classes were offered in November and March, resulting in 48 new members, who were welcomed by the congregation on New Member Sundays which the team hosted. We created an interest/gifts inventory for new members to complete and, based on their answers, discussed with them ways they may want to become involved in the life of the church. Outside the church the team has hosted social events for new members to help them become better acquainted.

**Goals/Plans for next church year:** Next year we plan to offer Path to Membership classes twice, staff the Visitors table on Sundays before and after each service and continue to offer ways for newcomers and new members feel welcome and nurtured.

**How to Get Involved:** Anybody with an interest in membership is welcome to join the team. Just contact Linda Greene.

*Submitted by Linda Greene, Team Leader*

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## Pastoral Care Team

**Team Mission/Charge:** Facilitate a caring response to the members of the UU Church of Spokane towards members and friends facing a crisis or life transition. Provide compassionate care in partnership with the minister to individuals who want emotional or personal support at times of life changes. Increase congregational skill and connections in response to interpersonal concerns of UUCS members and friends.

**Team Members:** Martha Nerpel & Sally Ray, Team Leaders; Mary Jane Blanpied, Patty Bedalov, Hollis Bredeweg, Dianne Cook, Linda Hodge, Doug Huigen, Torge Lorentzen, Joan Nelson, Donna Sponseller, Chuck Smith, Sue Stiritz, Patty Tyler, Carla Brannan

**Activities/Accomplishments this church year:**

- Provided hospitality for 6 Memorial Services from January 2010 to May 2011.
- Submitted Pastoral Care Team Members names for the SUUN monthly.
- Coordinated *Wheel of Life* for the SUUN.
- Provided information for worship service *Candles of Care* each week as appropriate.
- Revised and updated team Resource List.
- Continued to provide: rides, meals, visits, phone follow-up, moving assistance and general support of our UU community.

**Goals/Plans for next year:** Continue to support the UUCS congregation with on-going activities; Develop new supports as needs arise and volunteers are available; Be more visible to the congregation.

**How to Get Involved:** Contact a Team Leader and have a personal meeting with them.

*Submitted by Martha Nerpel, Team Leader*

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## **WORSHIP**

### **Music Director**

It's been a good year! It's been a joy to work with Rev. Hollis Bredeweg and an added bonus that he's a good musician! It's been very good to have a ministerial presence back in the office and on Sunday mornings. And it is gratifying (and a relief!) to have an exciting new settled minister waiting in the wings for this next church year.

The Music Program runs on the energy of two paid staff (Gennie Gregg, our pianist, and me) and a wonderful array of volunteers. Its mission is to provide church members with inspiring music that supports our values — primarily on Sunday mornings — and to give our volunteer church members a place to share and develop their musical talents. We have roughly three categories of volunteers. I'll report on each.

**Soloists/Small Groups:** About a third of our music on Sundays is covered by these volunteers or by an occasional paid musical guest. The heaviest load is in the summer when our choirs are resting. Every Sunday from June through Labor Day is filled with these people and it's great to see our individual members shine!

**Choir Members:** This year we were well served, as usual, by our stalwart Mixed Choir, which takes the lion's share of the musical load during our regular church year. These people sing twice a month or more from September through May and also do some special occasions. This choir generally runs at about 25, but I'm hoping for 30 next year, as there are several people who have expressed interest in joining next fall.

We also have a Children's Choir during the holiday season for our Christmas Pageant. This year's group was small but mighty—six girls, calling themselves "The Candy Canes", did a beautiful job! Diane Huigen, our RE Director, coached them when they sang for our Partner Church Dinner in early February.

The women's Solstice Choir did an outstanding job in our biggest service of the year, the Solstice Singing Ritual. What a crowd of people from both our congregation and the community—a grand success!

A special Women's Choir of 16 voices was formed to sing for the culmination of Candidating Week on Sunday, April 17th when we voted for our new minister, Todd Eklof. They did a stupendous job on a very challenging piece with cello and flute. Congratulations, ladies!

**Music Team:** Many thanks to Carol Canterbury, Carol Graef, Sue Wotring and Mary Monroe who served this year. Besides providing counsel and guidance to me, they do most the work of running our small concert series, Sundays at Seven, which provides income to support musical needs. This year there were two well received concerts, the local bluegrass group Molly and Tenbrooks last October and Abbey Crawford in March. Revenues gained for the Music Program were \$1100—a big help.

Next year should be quite exciting—the feeling is one of growth!

*Submitted by Deborah Jacquemin, Music Director*

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## Music Team

**Team Mission/Charge:** To work with and provide support to the Music Director and to help the Music Director enrich the musical life of the congregation; to identify musicians from the congregation and the community and use them in our services; to enhance the musical life of the congregation and community and to raise additional funds for the music program by hosting Sunday evening concerts; to coordinate the music program for the summer services; and to provide feedback and advice to the Music Director as requested.

**Team Members:** Deborah Jacquemin, Music Director; Carol Canterbury, Carol Graef, Mary Monroe, Sue Wotring

**Activities/Accomplishments this church year:** The Team hosted the “Sundays at 7” concert series. Two concerts were presented: Molly and Tenbrooks (award winning bluegrass band) on October 24, 2010. \$630.82 was cleared on this concert; and Abbey Crawford (cabaret singer) with pianist Carolyn Jess on March 27, 2011. \$552 was cleared on this concert. Team members organized publicity and ticket sales and with some help from choir and congregational members, provided refreshments after each concert. In accordance with other stated responsibilities, the Team met monthly to work with the Music Director.

**Goals/Plans for next church year:** Continue to host the “Sundays at 7” programs. Two or three concerts are being planned. Continue to fulfill the mission and responsibilities of the Music Team as listed above.

**How to Get Involved:** A display at the Volunteer Fair (when it happens); Individual interactions in general with congregation members over the year; Enhance effort in spring through initiating direct contact with individuals who may be interested.

*Submitted by Carol Canterbury, Team Member*

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## LIFESPAN RELIGIOUS EDUCATION

### Religious Education Director

This has been such an exciting year for the church and me! We started off the year with a wonderful group of teachers for our Religious Education classes and a beautiful Teacher Recognition ceremony for 54 participants in our Religious Education Program. We even had a weekly 9:15 RE class.

Our Religious Education Open House was very well attended by our congregation. The best part of which was the warm, fun, positive energy generated by everyone in the RE wing. This was the first time some people had been in the RE wing.

New to the Religious Education program was a Sunday offering by and for the children. Each class will vote as to where they would like to donate the money they collected, a lesson in Social Justice and generosity. It is also a great way to act on our Principles.

Learning our seven Principles was also added to our Religious Education Program. Being able to tell people what you and your church stand for provides a secure sense of self. When children recited the Principles to me, they were able to choose an Ed Tyler chalice of their own.

A wonderful group of volunteers were brought into the Preschool through Fourth grade classrooms to help the teachers provide a better flow with activities and classroom management. It has proven to be a wonderful asset for everyone! The volunteers get to know the children and teachers in our church, and the children get to know the volunteers. The gift to the volunteers is receiving hugs, smiles and laughter each Sunday they are here.

An important part of our Religious Education program is our OWL (Our Whole Lives) classes. This year we had a 7<sup>th</sup> – 9<sup>th</sup> grade class, a 5<sup>th</sup> – 6<sup>th</sup> grade class, and a K-2 class. We had 30 children and 10 trained teachers involved in the three programs, lots of age appropriate relational and sex education happening in the RE wing!

The summer program continues to be well attended and the Famous Unitarians & Universalists curriculum is really well liked by the children and the actors who portray the famous UUs.

Another great activity that is new this year is our Religious Education Picnics. Sarajoy VanBoven began this fun activity and continues to run it. Families meet once a month either in a park or in the Thoreau Room, depending on the weather, to commune with other UUs. It has become a very popular activity for parents and children alike.

My year as the Director of Religious Education has been a great one! It's been challenging, but nothing is better than working for and with children, especially when you see them as the future of our country, world and the Unitarian Universalist Church.

*Submitted by Diane Huigen, Religious Education Director*

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## **Religious Education Council**

**Team Mission/Charge:** The R.E. Council creates an inspiring and nurturing liberal religious learning environment for our children and youth. We build a sense of belonging with the greater church community and champion the values and principles of Unitarian Universalism.

**Team Members:** Jean Edwards, Team Leader; Laurie Baugher, Bonnie Brunt, Janet Knight, Amy Teel, Susan Tyler-Babkirk & Sara Joy VanBoven

**Activities/Accomplishments this church year:** We started out the year with a new Director of RE, Diane Huigen, who did an excellent job of making sure throughout the year that we were aware of what was happening with RE and how we could be of service. Our programming was established in the spring of 2010, and a synopsis of each grade's program is now displayed on the church website for all parents to review. Due to the difficulty of finding enough teachers, RE classes by grade level were limited to the 11 am service only and a one-room schoolhouse program was offered at the 9:15 service.

We trained new teachers in a different way this year. Each team had a leader that created a time for the team to meet, ask questions, get basic information on what was expected of them, and create a schedule for the year. Additionally, Diane provided one day of formal training for those who were interested in it.

Our Whole Lives (OWL) programming information is also available on the website. Our heartfelt thanks go to the Web Wizard in making that happen. OWL classes were conducted for K-1, 5th-6th, and Junior High (7th-9th grade) and were highly successful as always. A total of 29 children participated.

**Traditional activities** that took place again this year included:

- UNICEF collection in conjunction with the Halloween party put on by the Girl Scouts on Oct. 31st
- Holiday/Tree decorating party on Dec. 4th
- Christmas pageant
- Easter egg coloring and Easter egg hunt on April 24th.

**New activities** this year:

- RE Potlucks under the wonderful direction and energy of Sara Joy VanBoven
- Storyteller group – again led by Sara Joy
- RE Wing Open House with coffee and cookies – a huge success!
- An incentive for learning the UU principles – any child who could recite them to Diane received a chalice of their own, created by Ed Tyler.
- Social Justice Awareness – each classroom collected offerings and determined where the money should go during the last RE class.
- Additional volunteers provided much needed help to the RE classroom teachers by being in the classrooms of the K-4th age groups 2 to 3 times throughout the year.

**Activities still to come:**

- Teacher Appreciation Sunday
- Youth Sunday
- Last day of RE - class parties
- Gift of Mimi Blank tiles to our Partner Church in celebration of our 20-year partnership.
- Summer Program – We have decided to continue the very popular “Famous UU’s” curriculum with the help of volunteers willing to play the part of a famous UU. Past celebrities have included Fanny Farmer, Thoreau, and PT Barnum, to name just a few.

**Goals/Plans for next church year:** The RE Council Goals this year were to — Continue the established programming; Be an integral and important part of the worship service; Connect with the church; Provide service and positive experiences for everyone. We have definitely achieved these goals and ***the council will set the goals for the next program year during the annual RE Council Retreat that typically takes place in the summer or early fall.***

**How to Get Involved:** Recruiting is held every year starting in May and continuing throughout the summer for both RE teachers and RE Council members. Anyone who would like to join should talk to Diane Huigen or any council member.

*Submitted by Jean Edwards, Team Leader*

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## **Adult Enrichment Team**

**Team Mission/Charge:** To serve the congregation of the Unitarian Universalist Church of Spokane (UUCS) and the larger Spokane community by facilitating opportunities for spiritual growth and community connections.

**Team Members:** Ann-Scott Ettinger & Deanna Fendler (recently retired due to health problems), Team Leaders; Pam Davies, Lynaia Liptak, Barb Stuebing, and Hollis Bredeweg (Management Team Representative), along with recent member additions of Georgette Thornton, and Michelle Poiani.

**Activities/Accomplishments this church year:** Adult Enrichment programming included: Conversation with Self — Dream Interpretation Workshops, facilitated by Michael Hoffman, Wed. 9/29-11/3; Korean Stretching and Breathing-Tukcha Kim, Thurs, 5:30-6:30PM, mid-Oct-Mid-Dec; Buddhist Meditation-Sara EM, Mondays, 6:30-8:30PM; A Chosen Faith-Book Discussion- Deanna Fendler and RoseMarie Duffy, Sundays, 1/16-2/27, 9-10:30AM; Day of Dead Discussion by Michelle Poiani, 10/24, 9-10:30AM; Confused about the Recession, by David Eagle, 10/31, 9:15-10:30AM; Educational Opportunities-Public, Private, and Home Schooling by Andie Richter, 1/9, 12:30-2PM; Ethical Eating Community Dinner,

1/22/11, 6:30-8:30PM; Ethical Eating movie nights: 1/29, 2/19, 3/19, 4/16; helped Tracy Springberry organize UU Common Read of Death of Josseline and immigration information dinner during GetLit week, 4/16; Spirituality in Daily Life workshops by Donna Sponseller and Nancy Hand, Mondays, 3/24-4/28, 6:30-8PM; Traditional Native American Food & It's Relationship to the Spirit workshop by Barry Moses, Saturday, 3/26, 1-4PM; Menu for the Future Discussion Groups by Linda Moulder and Ann-Scott Ettinger, 2/27-4/3, 12:30-2PM; Building Your Own Theology by Dick and Judy Gammon, Sundays 3/13-4/17, 9-10:30AM (canceled due to low turnout); An Overview of Mystic Shamanism by Kyle Bailey, 4/10, 12:30-2PM (postponed to 6/12, 11:30-1PM); assisted Barb Stuebing in planning/facilitating activities at Camp Starwheel (5/27-29).

**Goals/Plans for next church year:** We plan to continue to provide a wide variety of opportunities for adult enrichment during the next year. Specifics will be planned during our retreat on July 28th, 2011.

**How to Get Involved:** Email or contact by phone any current member of the AE Team, or come to our regular monthly meetings, currently on the first Thursday of the month from 6:30 — 8 pm.

*Submitted by Ann-Scott Ettinger, Team Leader*

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## **Our Whole Lives (OWL) Sexuality Education Report**

***“We are called to enrich our lives by expressing sexuality in ways that enhance human wholeness and fulfillment and express love, commitment, delight and pleasure.”*** —OWL statement of values

**What's OWL anyway?** Over the past decade OWL has become a well-established tradition at the UUCS. As a comprehensive sexuality education program OWL offers programs for children and youth at four levels: K-1, grades 4-6, grades 7-9 and grades 10-12. But wait, there's more! Because we are sexual beings ***Our Whole Lives*** long, there are OWL curriculums for young adults 18 – 35 and “less-young” adults.

OWL grew from the “About Your Sexuality” program developed in the 1970s and is a rare gem in the world of sexuality education. Developed jointly by the United Church of Christ and the UUA, OWL promotes self-worth, sexual health, responsibility and justice and inclusivity all based on the assumption that sexuality is a good part of the human experience.

**OWL at UUCS:** This past year at the UUCS, we offered K-1 OWL taught by Barb Steubing, Dean Tyler-Babkirk and James Beebe, and 5-6 OWL taught by Elizabeth Coyote and Carl Boettner. Seven families participated in each of the sections which met for eight weeks. Concurrent parent groups facilitated by Diane Huigen gave parents a supportive circle in which to discuss related parenting topics.

The 7-9 OWL class was taught by Cindy Fine, Aaron Carr-Callen, Jan Yoder and Gary Jewell. Fourteen young people made the commitment and participated in this group which met for 27 sessions beginning in October and ending in April!

**Coming soon:** Next year we plan to offer adult OWL for the first time!

**A continuing success story:** Perhaps the main reason for the success of the OWL program is the support of our church community at every level. From the parents who wake up sleepy teens to get them to church early on Sunday mornings, to the RE committee members who insure funds for training available to the teachers who commit to teaching. These small steps, and those of many others, add up to a robust program whose influence extends beyond the walls of our church and into the larger community. We live our faith and values through our support of ***Our Whole Lives***.

*Submitted by Cindy Fine, Lead Teacher*

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## UU Youth Group (UUYG)

### **Mission Statement:**

Be nice Work hard. Kick ass!

**Membership:** The Unitarian Universalist Youth Group (UUYG) is comprised of high school youth ages 14 to 18. UUYG meets Sunday evenings from 7 to 8:30 pm and averages over twelve participants per session. It is a youth-run organization with two adult advisers, Matt and Beth Budke, who help facilitate their activities.

**Activities/Accomplishments this church year:** The youth set themselves the goal of creating a fun and welcoming place to meet once a week with hope of growing attendance/participation within the group. The youth were very successful this year with a larger core group than in years past and some activities bringing over 24 youth to gatherings. On the business side, we started the year with all prior debts to the program cleared and a modest budget to cover expenses, along with income received from GroUUnds for Change coffee cart. The UUYG was able to cover expenses for trips to both the fall and spring district cons as well as week to week costs.

**Goals/Plans for next church year:** Youth and adults will soon join together for a training session to lay the groundwork for a new UUYG organizational structure: a Youth Ministry Council. Made up of both youth and adults, this council should expand the number of adult advisers available for Sunday meetings and allow for additional monthly events, outreach programs and even greater youth participation.

**How to Get Involved:** All youth aged 14 to 18 who are currently in high school or equivalent are welcome to participate in the UUYG. Just come to a scheduled meeting or event. Ariel Fitzgerald maintains a list of adults aged 25 and older interested in helping out the UUYG. All levels of interest are welcome, from shopping for supplies, to being an advisor for the Sunday meetings, to setting up the summer camping trip.

*Submitted by Matt Budke, Advisor*

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## FINANCE

### **Building Investment Team**

**Team Mission/Charge:** Responsible for monitoring, tracking and processing interest accruals and twice a year payments on the outstanding debt on our church building.

**Team Members:** Julie Jose, Team Leader; Marie Bjork & Don Willingham

**What We Do:** The Building Investment Team possibly has the longest standing membership of any group. Our members have served since 1993, planning and executing a private stock offering sale of \$1,000,000 in Church Notes, which provided the majority of funds needed for the purchase of land and construction of our building. Working with a consultant, we were able to offer members and friends the opportunity to use both regular funds and roll-over IRA investments to invest in church notes. An IRA custodian (Reliance Trust of Atlanta, Georgia) holds the IRA investments.

**How We're Doing:** The current outstanding balance as of December 2010, including accrued interest, is \$284,049, due to be paid off in its entirety December 30, 2016. About 70% of the investments yet to be paid off are IRA investments. Of the 42 individuals who hold the outstanding investments, half are children or grandchildren of congregational members who bought notes timed to mature when children finished high school, or would need funds for college.

**Future Goals:** Our future goal is to continue to process note redemptions and interest payments on time, and plan a mortgage burning celebration for December 2016!

*Submitted by Marie Bjork, Team Member*

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## **Community Marketplace (Resource) Team**

**Team Mission/Charge:** Create connections among our church community while raising money to support the operating budget through an annual auction.

**Team Members:** Marie Bjork & Lee Dominey, Team Leaders; Mary Rupert provides technical support, and many other church members and friends increase their community connections while helping with pre-planning, donation requests, party set-up and coordination, and the other shared tasks that make things easy and fun for everybody.

**Activities/Accomplishments this church year:** Our 2010-11 Community Marketplace created over 2,000 connections between UU community members, and raised over \$14,000. We call that success! 89 items (events, parties, meals) were donated by 63 individuals. 112 individuals purchased items through our silent auction, and \$1,200 was donated towards improving our sound system.

We began attempting to measure our 'connections' because enriching our community is a significant purpose of our Community Marketplace — connections are defined as individuals interacting with one other person.

**Goals/Plans for next church year:** *The Community Marketplace Auction is planned to begin Friday, October 21, 2011, with a finger food potluck party and dance, and end after church on Sunday, November 13, with a luncheon and raffle.* Our goal is again to raise at least \$14,000 and create over 2,000 connections.

**How to Get Involved:** Contact Lee or Marie — we'd love to have you join us, especially newcomers to our church. It's a good way to get to know folks better and most activities will only require a few hours.

*Submitted by Marie Bjork, Team Leader*

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## **Endowment Fund Team**

**Team Mission/Charge:** The establishment, growth, and supervision of the UUCS Endowment Fund.

**Team Members:** Marie Bjork-Haugen, Donna Borden Rhodes, Dan Eacret, Judy Gammon, Mary Giannini, Tom Mosher. Shared Leadership — no specific chairperson.

**Activities/Accomplishments this church year:** The Endowment Fund contributed \$9,852.30 to the church this year which funded the gate on the fire lane (\$4,000), assisted in the ministerial search (\$2,500), installed a CO2 sensor (\$1,400), and contributed to the Capital Repair/Replacement Fund (\$1,952.30). The Endowment Fund was the recipient of \$21,820 in memorial gifts in 2010.

The Endowment Fund is recovering nicely from the losses of 2007 and 2008 and is now in excess of \$222,000 thanks to the excellent management of Dan Eacret and Tom Mosher.

The team recently presented an "Endowment Emphasis" during a Sunday service. The presentation invited people to learn more about the Fund, provided sample codicils for those considering adding a

bequest to the church in their wills, spotlighted past and future projects supported by the fund, and focused on members of the Legacy Society.

**Goals/Plans for next church year:** The Endowment Team has already made its allocation for 2011. Watch as the entry-way bollards are replaced and as the Gerald and Olivia Kissin Memorial Tower is refurbished and made beautiful again. Our young RE children will also be happy with their new chairs—they each will all have an appropriate-sized chair on which to sit!

The team will continue to encourage church members to include the Endowment Fund in their estate planning. Those who do so are included in the Legacy Society. The Legacy Society will be the guests of the Endowment Team at a gathering to be scheduled this summer.

**How to Get Involved:** This process is under review by the Board of Trustees. However, at this time, a person need only call one of the team members to express an interest and be included for team meetings and projects.

*Submitted by Donna Borden Rhodes, Team Member*

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## **Facility Rental Coordinators**

**Mission:** The rental coordinators assist the administrator by promoting and managing rental of the building space, including hiring and training of facility hosts, calendaring events and collecting fees.

**Coordinators:** Jean Larson & Sue Stiritz

**Activities/Accomplishments this church year:** We met our goal of raising over \$11,000 in rental income. Two groups, Congregation Emmanu-El and the Busy Bees Pre-School, contribute over half of this amount. The rest comes from weddings, bat and bar mitzvahs, outside rentals and community meetings. We are also able to provide meeting space free of charge to non-profit groups who share the church's purposes and goals. The addition of competent facility hosts has greatly raised the comfort level of our renters while providing for the security of our building.

**Goals/Plans for next church year:** Actively market the church space; Review and expand the rental link on our church web site; Engage someone who would be a paid wedding coordinator; Sue and Jean anticipate taking in around \$11,000 rental income in the 2011-2012 church year.

**How to Get Involved:** The Rental Coordinators are appointed by the Management Team. All members and friends of UUCS can help increase our rentals and therefore our presence in the community by telling our friends about our gracious church home and licensed commercial kitchen.

*Submitted by Jean Larson & Sue Stiritz, Coordinators*

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## **Stewardship Team**

**Team Mission/Charge:** Plan and execute annual pledge drive; Oversee planning of annual congregational dinner.

**Team Members:** Stephanie Sampson, Team Leader; Hollis Bredeweg, Advisor; Sunny Cook; Karen Olson; Penny Reid; Tracy Springberry

**Activities/Accomplishments this church year:** The team spent a good part of the year revising both the pledge form and the pledge drive. The revised pledge form now includes areas for both a monetary and

a service pledge to the church. This was reviewed and approved by the Board and then sent to all members during the month of March. At the time of the annual dinner, 96% of the forecasted pledge amount was received. The remaining 4% will be pursued with a follow up letter to members who have not yet responded.

Our second activity is the annual dinner which previously was the kickoff for the pledge campaign. This year it was at the end of the pledge drive and more of a celebration. The dinner was attended by over 250 people.

**Goals/Plans for next church year:** Next year Stewardship will be working with our new minister to include his ideas and concerns about pledging and our process. Penny Reid and Sunny Cook will be co-leaders for Stewardship in the coming year.

**How to Get Involved:** Contact Penny Reid or Sunny Cook for information about the Stewardship Team. And, of course, our annual stewardship/pledge drive is only successful because of the generosity and participation of church members and friends.

*Submitted by Stephanie Samson, Team Leader*

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## FACILITIES

### Buildings and Grounds Team

**Team Mission/Charge:** The purpose of the Building and Grounds Team is to assure that the church building and grounds are maintained.

**Team Members:** Linda Moulder, Team Leader; Judy and Dick Gammon; Julie and Jerry Jose; Jean Larson; Patti Piper; Jean Stewart; Sue Stiritz; Mickey Thompson; Ed Tyler; Jerry White; Don Willingham; Many other members of the congregation have contributed to the upkeep of our building and our grounds. To all, we offer a huge THANK YOU.

**Activities/Accomplishments this church year:** This past year we replaced the RE hallway carpet with a bright epoxy floor, complete with two hopscotch patterns! We also painted the exterior doors and replaced all the door weather stripping. We installed a fence by the chapel, completed some of the chapel landscaping and did some interior touch-up painting. In addition we pulled many weeds, cut grass, washed windows, cleaned chairs, picked up clutter, cleaned the basement, repaired the shed doors and drinking fountains, replaced light bulbs and ballasts, shoveled snow, pruned trees (both indoors and outdoors), maintained the compost, spread bark and swept walks.

**Goals/Plans for next church year:** This coming year we plan to upgrade the front walkway lights, repair the light tower, and repair rain gutters and fascia. In addition we hope to complete the walkway in the memorial garden so it is more accessible, and to continue landscaping the area around the chapel. We also hope to build an overhang for the kitchen door and the basement steps.

**How to Get Involved:** Anyone is welcome to join us. We meet the first Wednesday of each month from 10 AM to 12 noon. We have coffee, conversation and goodies. Then we divide up various tasks and accomplish a lot of work in a short time. In addition, the group sponsors two annual all-church buildings and grounds work parties.

*Submitted by Linda Moulder, Team Leader*

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## Aesthetics Team

**Team Mission/Charge:** To help maintain the integrity of the building and assure that enhancements added to the interior and exterior of the church are achieved with a long term perspective. The team is an advisory/consulting group to the Buildings and Ground Team and other church teams.

**Team Members:** Joy Attwood, Lila Girvin, Moritz Kundig, Jean Larson, Don Schaefer

**Activities/Accomplishments this church year:** The Aesthetics Team's expertise and advice was used in the following church projects: new chairs for the chapel; fence installed to conceal the mechanical equipment outside the chapel; new and colorful epoxy floors installed in the RE Wing halls — complete with two hopscotch courts.

**Goals/Plans for next church year:** The team is involved in the following projects, which will take us into the next church year: repair of the light tower, interior and exterior signage for the church; new uses for the exterior bulletin board; clarification of church entry, minister office and fire exit doors; obtaining a lectern for the chapel; new lighting of outdoor bollards using Harold Balazs' pierced steel lanterns from the old church sanctuary on 8th Avenue.

**How to Get Involved:** Volunteers are welcome! Contact any Aesthetics Team member to get involved.

*Submitted by Lila Girvin, Team Member*

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## Art Wall Team

**Team Mission/Charge:** Art is an important part of the human experience. The team likes to create and maintain the art walls as a showcase for the art created by the artists of our church and our community.

**Team Members:** Susan Mossuto, Team Leader; Mary Jane Blanpied; Dick Borden; Tukcha Kim; Rhonda McDowell; Bill and Marjorie Tracy; Anna Vamvakias

**Activities/Accomplishments this church year:** The team has organized a new art wall installation every month of this church year. We assisted the Buildings and Grounds Team with maintaining the walls used for the installations in the Friendship Hall.

**Goals/Plans for next church year:** Plan to continue to have an art wall installation every month using artists from the church and the community.

**How to Get Involved:** The team uses the church publications (SUUN monthly newsletter and SUUNday Focus Bulletin) to recruit new members. Keep your eyes on the lookout for our announcements.

*Submitted by Susan Mossuto, Team Leader*

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## Memorial Garden Team

**Team Mission/Charge:**

- Accept, record, acknowledge applications for use of the Memorial Garden
- Disburse funds for engraving, maintenance of the Garden
- Oversee the use of the Garden in accordance with Garden policies
- Update the "In Memoriam" book
- Arrange for engraving additional names of the basalt columns
- Arrange for a service in the Garden to remember those whose names have been added

**Team Members:** Judy Gammon, Facilitator; Jo Ann Bailey; Jean Larson; Linda Moulder; Darlene Pursley; Clarke Richardson; Lee Smith; Elaine Stevens

**Activities/Accomplishments this church year:** Carried out the responsibilities outlined above.

**Goals/Plans for next church year:** Same as past year

**How to Get Involved:** Team welcomes all members of the congregation who would like to help fulfill the Team responsibilities.

*Submitted by Judy Gammon, Team Facilitator*

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## **OUTREACH/SOCIAL JUSTICE**

### **Crosswalk**

**Team Mission/Charge:** Provide one meal per month to the teens and staff at Crosswalk (shelter for homeless teenagers in Spokane). In addition, as funds allow, donate \$50 per month to pay for one lunch for teens and staff.

**Team Members:** Ellen Krehbiel, Team Leader; Active members this year: Sue Stiritz & Elaine Sweet

**Activities/Accomplishments this church year:** We were able to provide a monthly dinner which served an average of 15 teens and staff. We donated \$350.00 toward lunches.

**Goals/Plans for next church year:** We would like to have more active volunteers to cook both one lunch and one dinner per month.

**How to Get Involved:** Contact Ellen Krehbiel. In addition, we participate in volunteer Sunday (when they happen) and recruit on the Crosswalk special collection Sunday.

*Submitted by Ellen Krehbiel, Team Leader*

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### **Farmer's Market**

**Team Mission/Charge:** UUUCS Farmers Market provides a cordial environment, volunteer workers, and a workable plan to successfully raise a minimum of \$1,000.00, earmarked annually to the social action projects of Unitarian Universalist Service Committee (UUSC). In doing so, we join congregations throughout the country in support of worldwide humanitarian efforts. Those projects are varied and essential. Education, health, and emergency relief are some of the areas of UU cooperation and action.

**Team Members:** Shirley Cannon & Stephanie Samson, Co-coordinators; Numerous amazing volunteers

**Activities:** The Farmers Market is best described as an indoor marketplace supplied by the donations of our congregation's collective efforts. Edibles, handmade and other saleable items, are sold at church for several consecutive Sundays in the fall. These days help provide a pleasing environment and an upbeat beginning to the church year. The 2011 Farmers Market will begin Sunday, September 11 and be completed on October 2. A special lunch will be provided on the last session.

**How to Get Involved:** Volunteers are the essential ingredient that makes the Market a success. We need sales people, generous donations of baked goods, flowers, and garden produce to achieve the basic market selections. Your creative ideas give inspiration and delight to the Market and make it an occasion

to look forward to. Ask yourself, “How can I be a part of this amazing happening?” To be part of the UUCS Farmers Market plan, contact Shirley Cannon or Stephanie Samson.

*Submitted by Shirley Cannon, Team Co-Coordinator*

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## **GroUUnds for Change**

**Team Mission/Charge:** Our vision is to create a coffeehouse experience that embodies our UU principles. To that end our specific goals are to:

- provide job skills for our youth and young adults,
- raise money for youth programs,
- provide education to the congregation about coffee as a social justice issue,
- create a bridge between youth and adults, and to
- enhance the coffee hour as a community-building experience.

**Team Member Names:** Cindy Phillips & Ariel Fitzgerald, Team Leaders; Sara Bauer, Brianna Broadwater, Ally Ennis, Brian Jinishian & Sammi Susac, Members

**Activities/Accomplishments this church year:** We provided all funds for our youth to go to the district youth conferences this year and the youth group activities. We provided scholarships opportunities for all church and district activities and camps. We provided t-shirts for all of the OWL participants this year.

The cart will also pay for two youth to attend the Unitarian Universalist Youth Leadership training later on this summer. In addition to all of the financial contributions the espresso cart has provided, GroUUnds for Change continues to foster connections between the youth in our church and the adult congregation. We pass on useful job experience and training, leadership skills, and provide letters of recommendation for all participants.

**Goals/Plans for next church year:** For this following year our goal is to focus more on the social responsibility of coffee consumption. We are working on a fun and educational event to raise awareness about the coffee industry and where your money goes when you buy a bag. In addition to this we will grow the number of youth and adults involved so that we may support more programs for and sponsored by the Youth Group in the following years.

**How to Get Involved:** Anyone interested in finding out how to help or become involved in GroUUnds For Change can contact Cindy Phillips or Ariel Fitzgerald. We also have a Facebook group with all of our information or anyone can walk up to the cart on any given Sunday to let us know they would like to become a part of the team.

*Submitted by Ariel Fitzgerald, Co-Team Leader*

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## **Partner Church Team**

**Team Mission/Charge:** To foster our relationship with our partner church in Felsőrákos, Romania through communication, education and support.

**Team Members:** Jerry & Julie Jose, Co-Leaders; Mary Jane Blanpied; Shirley Carlson; Daniel Gore; Stephanie Samson; Doris Shinn; Jan Wingenroth; Karen Mobley, Liaison with Westminster United Congregational Church of Christ

**Activities/Accomplishments this church year:**

- Celebrated the 20th anniversary of the partnership with a traditional Hungarian dinner, folk-dancing & program featuring girls from our congregation singing in Hungarian.
- Presented a Sunday service reflecting on the history and significance of the partnership.
- Raised the following funds in support:
  - \$4,000 to help repay roof repair
  - \$1,300 Minister's salary supplement
  - \$300 Felsőrákos youth group
- Individual donors provided 9 scholarships for higher education at \$300 per student per year.
- Organizing a visit to Felsőrákos in September, 2011 to celebrate their Thanksgiving Sunday and the partnership anniversary. Travelers will take 4 ceramic tiles by Mimi Blank as an anniversary gift from our congregation.
- Discuss the partnership with the Jr. High class.

**Goals/Plans for next church year:**

- Plan pre-trip orientation/goals for the travelers that Stephanie Samson will lead to Felsőrákos in Sept. 2011. The group will take ceramic tiles by Mimi Blank as an anniversary gift from our congregation share their experiences on return.
- Welcome new members to the team, continue to engage the children in RE classes and organize the dinner and a Sunday service.

**How to Get Involved:** Contact Jerry or Julie Jose or any team member, or just attend a meeting.

*Submitted by Julie Jose, Team Co-Leader*

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**PRIDE Team**

**Team Mission/Charge:** The Pride Team serves as a resource for Lesbian, Gay, Bi-Sexual, Transsexual, Questioning (LGBTQ) people and their allies in our church community and in the larger Spokane community.

**Team members:** Nancy Avery, Team Leader; Jenny Avery, Hilary Case, Marion Hammer, Bobbi Konshuk, Jen Lantz, Carla Lenadher, LeAnn and Susan Peavey, Dave Swartout & Jami Wolf

**Activities/Accomplishments this church year:** We stood with our *Standing on the Side of Love* banner when the anti-LGBTQ Westboro Church came to Spokane. They brought hatred, we brought love. Our team will host the annual Rainbow Awards again this year; about 50 of us walked in the Spokane Pride Parade in 2010 and we hope more will join us this year. We continue to help with the family area activities at the Pride Celebration in the Park. We will host a Community wide LGBTQ networking event on May 25<sup>th</sup>.

**Goals/Plans for next church year:** Continue to grow the team.

**How to Get Involved:** All are welcome! We hope you will join us on Saturday, June 11<sup>th</sup> at 12:00 for the parade. If you want to help with face painting, or other activities, please contact Nancy Avery.

*Submitted by Nancy Avery, Team Leader*

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## Spokane Alliance Core Team

**Team Mission/Charge:** To build a culture of relational power within our church, identify potential issues for the Spokane Alliance Strategy Team and provide opportunities for local action for the common good.

**Team Members:** Bonnie Overlie & Bill Prouty, Co-Chairs; Evan Armstrong, Herb Bonallo, Mary Lou Johnson, Elizabeth Keeler, Julie Rector, Jerry White

**Activities/Accomplishments this church year:** Conducted a *Listening Season* among groups in the church gathering stories on pressures experienced by members from the public sphere (lack of job opportunities, costs of health care and education, absence of child care, etc.); held discernment sessions collating stories into a cluster of concerns to carry to the Strategy Team for building an agenda for a *New Future in Spokane*; Campaigned for ballot initiatives for the partial Income Tax in Washington State and the Children's Investment Fund for the City of Spokane; campaigned for and planned neighborhood operations in the South Perry, Shadle, and Comstock Neighborhoods for Sustainable Works (a non-profit Community Development Corporation founded by the Alliance which plans, contracts for and executes energy-efficient retrofits for businesses, churches, non-profits, and residences in Spokane and three West Side counties in Washington State); Jerry White has served this year on the Board of Directors of Sustainable Works, Herb Bonallo has served as Treasurer, and campaign participants have included Sol, Nash, and Merc Springberry, Karolynn Clark, Linda Moulder, Elinor Enz, Evan Armstrong, Jean Larson, Wayne Attwood, Bill Prouty and others. The S-W team won the endorsement of Spokane Mayor Mary Verner and Councilman Richard Rush at the kick-off of the Comstock Neighborhood Campaign, where to date about 240 sign-ups have been obtained. Further, a number of U-U congregants have contracted with S-W for energy efficient retrofits improving home comfort, cutting costs, and reducing their carbon-impact on the environment.

Throughout the year the core team has held relational meetings with individual UU Church members sharing stories and family histories that have shaped our lives in the deepest most meaningful ways and contribute to working in common toward a better more just and sustainable Spokane.

**Goals/Plans for next church year:** Promote UU participation in the Alliance's formation of Research Action Teams addressing education, health care, the environment, housing-homelessness-and-hunger with immigration woven into all these issues, as stipulated in the Alliance May Assembly.

**How to Get Involved:** Contact any of the above-named participants for information on meeting dates, times, and places and activities the Alliance conducts. All are welcome.

*Submitted by Bill Prouty, Co-Chair*

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## AFFINITY GROUPS

### Buddhist Meditation Group

**General Group membership and affiliation with UUCS:** Many of the 25 to 75 people who attend the Buddhist Meditation are members of UUCS. Two of the stalwarts are Linda Greene and Susan Virnig. Lila and George Girvin and Veda and Bob VanZee are usually in attendance.

**Group's primary purpose:** Quietening the mind and learning to become Bodhisattva, or beings that aid others to achieve this state, are part of the goal of this program. We also work on cultivated compassion for all sentient beings. For almost two years, our group has worked in cooperation with the nuns of Sravasti Abbey who are under the tutelage of Venerable Thubten Chodron, Abbess.

**Activities/Accomplishments this church year:** The most important development this year has been the establishment of a new group called *The Friends of Compassion* (FOC). The initial motivation of this group was to invite the Dalai Lama to Spokane. To facilitate this, we received a \$4000 grant from the UUCS *Make It Happen Fund*. Approximately \$1300 was used to fund an intern, Skyler Oberst, who was housed in the UUCS administrative offices and to create a web site ([www.friendsofcompassion.com](http://www.friendsofcompassion.com)). The unused funds were returned to the *Make It Happen Fund* because a visit from His Holiness did not seem possible. However, Venerable Thubten Chodron, Abbess of Sravasti Abbey, has a private audience with His Holiness in July. She will be there with an updated invitation in hand. If the Dalai Lama accepts the invitation offered this summer, the group will likely reapply to Make It Happen in order to assist with bringing him to Spokane.

**Goals/Plans for next church year:** Sravasti Abbey has found the connection to UUCS very valuable and has agreed to provide 20 evenings over the next seven months for the UU Buddhist Meditation Group here at the church. The Group will continue to meet on Monday evenings when the nuns are not in residence. FOC will continue to meet every month. Another group that works with the FOC is *One Peace, Many Paths* — an inter-faith group that encourages dialogue between faiths. Members of UUCS participate in both organizations.

**How to Get Involved:** All are welcome to the UU Buddhist Meditation Group. We meet in the church chapel on Monday evenings from 6:30 — 8 pm. All you need to do is show up a bit early because we lock the main door to the church at 6:30 pm. Donations are accepted and go to support the nuns, who are reliant on donations to survive. If you don't have the means, no contribution is expected. Food as a donation is always welcome.

*Submitted by Sara Edlin-Marlowe, Group Member*

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## **Humanist Focus Group**

**General Group membership and affiliation with UUCS:** Sue Stiritz, Program Chair; Assisted and/or attended by Mickey Thompson, Jean Larson, Tom Stiritz, Eileen Starr, Bill and Vern Prouty, Pat Johnson, Owen Mir, Dave and Carol Canterbury, Anne Marie Burke, Leonard Butters, Jane Cunningham, Julian Powers, John Douglas, Gordon Larson, Ken and Lee Swedberg, Reggie Martin and many others.

**Group's primary purpose:** To present informative speakers that challenge our thinking and how we wish to contribute to the betterment of the human condition.

**Activities/Accomplishments this church year:** Arranged and presented to church members and friends on the third Sunday of each month, September thru May, an informative speaker from the Spokane community. Average attendance = 35.

**Goals/Plans for next church year:** The Problem Solvers Affinity Group will be facilitating the Humanist Focus Group for the coming year.

**How to Get Involved:** All are welcome to attend the HFG programs.

*Submitted by Sue Stiritz, Program Chair*

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## Problem Solvers

**General Group membership and affiliation with UUCS:** Mickey Thompson, Facilitator; Problem Solvers constitute about 25 church members and prospective church members. It has a strong affiliation with — and may be considered a subset of — the Humanist Focus Group.

**Group's primary purpose:** Problem Solvers is a philosophy group that analyzes religious, political, economic, cultural, scientific, and historical topics for the purpose of expanding its critical thinking skills and developing a rational worldview.

**Activities/Accomplishments this church year:** The group has enjoyed Hollis Bredeweg's participation whenever he was available and has invited Todd Eklof to participate as his time allows. In addition to analyzing general religious beliefs and institutions, the Problem Solvers Group also gets into our own church's problems and opportunities, making specific recommendations or assisting with facility or maintenance problems whenever the group can be of service. In general, the group behaves as an extension of the church family. (The elders)

**Goals/Plans for next church year:** In addition to continuing its current mission, the Problem Solver Group has agreed to select topics and make speaker arrangements for the Humanist Focus Group's Third Sunday program, which takes place on the third Sunday of the month, from September through May and is held in the chapel following the second church service.

**How to Get Involved:** While the group welcomes all who come, its current membership often fills its cummings room meeting place, which comfortably seats 14 people. About half of the group's 25 members attend on any given week and attendance generally ranges from 8 to 18 people. For this reason the group does not canvas for new members, but does have some turnover over time.

*Submitted by Mickey Thompson, Group Facilitator*

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## Singular Unitarians

**General Group membership and affiliation with UUCS:** At present we have 35 paid members (\$10/year to cover mailing costs) and typically have 12-15 attending when we have potlucks. Members of SU are either members or friends of UUCS.

If someone wishes to pay their dues or you have a bill to present, need additional copies of the calendar, or have a name to add to the mailing list, contact Kialynn Glubrecht, Group Leader; Other steering committee members: Stan Grant & Jan Strobeck

**Group's primary purpose:** To provide social opportunities for all single persons affiliated with UUCS.

**Activities/Accomplishments this church year:** Our two biggest events are a holiday party in December and a four day campout on the third weekend of August. In addition we:

- Have been hosting a First Sunday Brunch in the Sanger Room after church. The future of this event is in doubt.
- Usually have two potlucks a month hosted at a member's home.
- Meet two to four times a month at a restaurant for dinner.
- Attend movies, the MET Opera showings, concerts, lectures, theater, and other events.
- Go on hikes, picnics, occasional bike rides, occasional cross country ski outings.
- Maintain a membership email for sending the monthly calendar, reminders, and other correspondence with the group and between members of the group.

- Maintain a membership roster for sending the monthly calendar, reminders, and other correspondence with the group and between members of the group.

**Goals/Plans for next church year:** Last fall our membership was about 50. We anticipate an increase over the course of the year. We are currently planning the August campout. For the past three years, only Kialynn, Jan, and Stan have hosted the First Sunday Brunch. ***We are looking for a volunteer to be responsible for finding hosts.*** We have decided that without this support we will replace the First Sunday Brunch with some Sunday Brunches to be held in homes.

**How to Get Involved:** Simply send name, address, phone number, email address, month and day (not year) of birth to Kialynn Glubrecht.

*Submitted by Kialynn Glubrecht, Group Leader*

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## UU Women

**General Group membership and affiliation with UUCS:** Steering Committee —Rosemarie Duffy, Judy Gammon, Marion Moos, Correen Morrell, Stephanie Sampson; Members of the UUWF — Rosemarie Duffy, Gail Furman, Judy Gammon, Lila Girvin, Karen Hedrick, Fran Limber, Marion Moos, Correen Morrell, Vern Prouty, Millie Vance, Jan Wingenroth; All the women of the church who have attended one of our events. UUCS's UU Women is Group #8233 of the UU Women's Federation.

**Group's primary purpose:** To provide —

- Opportunities for the women of the church to become better acquainted
- Opportunities for community outreach
- Educational opportunities

**Activities/Accomplishments this church year:**

- Monthly lunches at local restaurants
- Monthly meetings at church following the second service
- Walked in MLK Day parade carrying the church banner
- Collected personal care items for the Women's Hearth (twice)
- Collected clothing for Our Sister's Closet
- Assisted with the Winter Holiday Sharing Tree
- Arranged for two group tours with speakers at the MAC (Northwest Museum of Arts and Culture)

**Goals/Plans for next church year:** Same as this year. Additional activities possible — as suggested.

**How to Get Involved:** All activities are open to all the women of the church. There are no membership requirements. Interested women can ask to have their names added to the UU Women e-mail list and learn of "events". Dues for UUWF are \$25 a year, payable through the local group to Boston.

*Submitted by Judy Gammon, Steering Committee Member*

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## UU Retirement Group

**General Group membership and affiliation with UUCS:** Currently this group has an email list of 16 members with 10-13 members attending each monthly meeting. Membership is comprised of signed, UU members as well as some who are UU friends. The only affiliation with the church is that most are members with similar values and perspectives.

**Group's primary purpose:** To educate each other concerning retirement issues and offer support and encouragement to one another throughout the retirement process.

**Activities/Accomplishments this church year:** The group has been in existence for four years and meets once per month (sometimes not in July) on the 1st Thursday of the month. During this church year, the group will meet 11 times. Each meeting is held in the home of the host and a specific topic is discussed.

**Goals/Plans for next church year:** There are no specific goals for the UU Retirement group for the coming year, only to continue to encourage and support one another in retirement.

**How to Get Involved:** As discussed in our May, 2011 meeting, our group has currently reached a workable capacity, since meetings are held in each other's homes and many members have limited space. We are available to others who are interested in joining a retirement group and would like to encourage the formation of a second group. Current members have offered to serve as mentors to a second group to explain our connections and offer suggestions as to how a second group may operate.

*Submitted by Georgette Thornton, Group Member*

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## **Women's Retreat Group**

**General Group membership and affiliation with UUCS:** This group has almost 40 members, comprised of women who are UUCS members or friends of the congregation. Devon Greyerbiehl is the group's contact person.

**Group's primary purpose:** To provide a thoughtful, caring, restful, inspiring, rejuvenating, "away" weekend experience for women. We are always able to provide scholarships for those who need them thanks to the generosity of the many women who participate.

**Activities/Accomplishments this church year:** This past year at least 74 women participated in our Retreat at Camp N- Sid- Sen on Lake Coeur d' Alene. We invited the Venerable Semkae from Sravasti Abbey to be our main speaker and workshop provider. She was a big hit. As usual we had drumming, line dancing, poetry, hiking and meditations. Social hours, quiet times, our famous talent show and dance. Great food, rocking chairs, wonderful conversations, and walks. Shirley Cannon always comes up with a hilarious Friday night welcome and get acquainted "shtick" to get us rolling. We go away changed, renewed, and knowing each other better. Mission accomplished!

**Goals/Plans for next church year:** Our plan is to continue to listen to what is relevant to the women. Provide a main speaker/workshop person. Provide workshops of interest, personal care opportunities, and space for the participants to do what they want. The 2011 retreat is on October 7, 8, & 9.

**How to Get Involved:** If you want to help with this event, contact Devon Greyerbiehl, come to a meeting, or just show up and pitch in like so many women do.

*Submitted by Devon Greyerbiehl, Contact Person*

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